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MIKE COX, ATTORNEY GENERAL

G. Mennen Williams Building P.O. Box 30212, Lansing, MI 48909 Phone: (517) 373-1110, TDD: (517) 373-1111

The attorney general is a constitutional officer, chief law enforcement officer of the state, and head of the Department of Attorney General, a department within the executive branch of state government. The attorney general's duties are prescribed by constitution, statute, court decisions, and tradition.

The attorney general is the lawyer for the State of Michigan. When public legal matters arise, he renders opinions on matters of law, and provides legal counsel for the legislature and for each officer, department, board, and commission of state government. He provides legal representation in court actions and assists in the conduct of official hearings held by state agencies.

The attorney general may intervene in any lawsuit, criminal or civil, when the interests of the people of the State of Michigan require. He advises and supervises prosecuting attorneys throughout the state. The attorney general also possesses some investigative powers, including the power to investigate allegations of election fraud and complaints for the removal of public officials. He may also request grand jury investigations of crime in the state.

By virtue of the office, the attorney general is a member of various state boards and commissions, including the State Administrative Board, State Employees' Retirement Board, Judges' Retirement Board, and the Law Enforcement Training Council.

While the attorney general is responsible for representing various state agencies and officials, there is no law which authorizes the attorney general to provide legal services to private individuals or to appear in court on their behalf unless the issue presented is of significance to the legal interests of the state.

To assist in the myriad functions of the department, the attorney general employs a staff of over 250 assistant attorneys general, who must be members of the State Bar of Michigan and who are appointed under Michigan Civil Service Rules. In addition, the attorney general has a staff of over 200 secretaries, investigators, clerical personnel, and paralegals to assist in carrying out the mandate of the office. All of the legal work performed by the assistant attorneys general, including drafting of opinions and legal documents and representation of client agencies, is done in the name of the attorney general and with his approval, or the approval of his designee.

The department includes five bureaus (Child and Family Services, Consumer Protection, Criminal Justice, Economic Development and Oversight, and Governmental Affairs) and three administrative offices. Additionally, the department includes the Prosecuting Attorneys Coordinating Council, an autonomous entity.

The attorney general maintains offices in Lansing and Detroit in addition to branch offices in Escanaba, Grand Rapids, and Petoskey.

LOPMEN





DAVID HOLLISTER, DIRECTOR

Victor Office Center, Seventh Floor 201 N. Washington Square, Lansing, MI 48913 Phone: (517) 241-4000, TTY: (800) 649-3777

The Michigan Department of Career Development (MDCD) was created by Executive Order 1999-1 to increase the state's focus on career development and training. The department's mission is to develop a system that produces a workforce with the required skills to maintain and enhance the Michigan economy. The department helps workers find jobs and employers recruit and train skilled workers. The department also works with K-12 schools, community colleges, and local Workforce Development Boards toward the establishment of a comprehensive career development system. All of MDCD's programs and services support this effort. Many of the department's services are provided through a statewide network of Michigan Works! Service Centers.

Michigan's *Career Preparation System* is designed to give all students a jump-start on their futures by providing them with opportunities to explore a variety of careers throughout their K-12 education and beyond. The Department of Career Development wants all Michigan students to have the necessary academic, technical, and work behavior skills for success in a career of their choice. The mainstay of the system is Career Pathways. These are six broad groupings of careers that share similar characteristics and whose employment requirements call for many common interests, strengths, and competencies. The groupings encompass the entire spectrum of career options, providing opportunities for all students and all ability levels.

The **Office of Career and Technical Preparation (OCTP)** has responsibility for the major career education initiatives that affect learners K-12 and beyond. OCTP is primarily responsible for state-level approval, administration, and evaluation of career and technical education programs for secondary school students. In addition, OCTP is responsible for grant planning and management, fiscal record keeping, and evaluation activities for Career Preparation, Carl D. Perkins, State School Aid Added Cost, Tech Prep, School-to-Work, and Administrator Reimbursement.

Postsecondary Services promotes access to, retention in, and completion of individual student goals in quality comprehensive postsecondary services. Postsecondary Services also works with community colleges; strives to ensure that students receive quality education and training from proprietary schools operating within the state of Michigan; administers the King-Chavez-Parks Initiative to achieve parity in the number of baccalaureate degrees awarded to students traditionally underrepresented in higher education; ensures that educational enterprises proposing to offer degree programs in Michigan meet minimum standards of quality in five statutory areas; and evaluates and approves educational and technical/trade programs for training veterans and other eligible individuals.

Adult Education provides an opportunity for mature students to achieve education levels equivalent to those of high school graduates. Adult Education consists of these five components: high school completion, GED test preparation, adult literacy, English as a second language, and labor employment related/employer workforce readiness. The Michigan Department of Career Development has begun a new performance system to measure adult student learning.

The **Office of Workforce Development (OWD)** administers a variety of programs designed to help prepare Michigan workers for jobs. The office administers the Workforce Investment Act (WIA), Work First Program, Food Stamp Employment and Training Program, Welfare-to-Work Program, Displaced Homemaker Program, and Corrections Parolee Employment Training Program. These programs are administered through the 25 Michigan Works! Workforce Development Boards (WDBs), which are appointed by local elected officials. The responsibilities of the Office of Workforce Development include providing program policy and guidance to the local WDBs, monitoring and oversight of the programs, audit resolution, and providing technical assistance.

Michigan Rehabilitation Services (MRS) helps Michigan residents with disabilities achieve employment and self-sufficiency. MRS provides a variety of services including job training, vocational counseling, and placement. MRS serves people in their communities through 35 field offices staffed by rehabilitation counselors. In addition, one or more MRS counselors are on staff at each of the more than 100 Michigan Works! Service Centers throughout the state. MRS also helps employers find solutions to disability-related issues in the workplace.

The **Employment Service Agency (ESA)** is responsible for the state's Employment Service and Labor Market Information programs. The Employment Service Program provides services to job seekers online through the Michigan Talent Bank and through the more than 100 Michigan Works! Service Centers statewide. The Labor Market Information Program develops and disseminates state and local estimates of labor market information for policy development, program planning, job placement, and career decision-making. ESA also administers the state's federally funded Trade Adjustment Assistance, North American Free Trade Agreement Trade Adjustment Assistance, and federal bonding programs provided by the Michigan Works! system. In addition, ESA operates the federally funded Alien Labor Certification program, Veterans Employment and Training programs, and worker recruitment and targeted employment services for migrant and seasonal farm workers.

The *Commission on Spanish-Speaking Affairs (COSSA)* was created by Public Act 164 of 1975 to develop policies and plans to serve the needs of Michigan's Spanish-speaking people. The commission consists of 15 members who are appointed by the governor with the advice and consent of the senate. As required by law, the Commission recommends solutions to the problems of Spanish-speaking people in the areas of education, employment, civil rights, health, housing, senior citizens, and other related areas; recommends the creation of services and facilities, as needed; serves as a clearinghouse for the collection and distribution of information on Spanishspeaking affairs; applies for and accepts grants and gifts from governmental and private sources; requests the services of state and local government departments and agencies to assure that Spanish-speaking people have access to the decision-making bodies that set policies which affect Spanish-speaking people in Michigan; and submits an annual report to the governor, the legislature, and various Spanish-speaking communities throughout the state.

The Michigan Community Service Commission (MCSC) helps people to help others. It grants federal, state, and private-sector funds to organizations and agencies to help them strengthen their communities by encouraging individuals to volunteer and connect with their neighbors. The MCSC alsoworks to recognize and celebrate the exemplary efforts of Michigan's volunteers.

MICHIGAN WORKFORCE INVESTMENT BOARD

Members Serve at the Pleasure of the Governor **Business**

Patricia Anger Barbara Bolin NORMAN C. BRADDOCK JOHN BROWN JOSEPH S. CALVARUSO WILLARD CARNE Shannan Chada NOELLE A. CLARK KAREN COOPER-BOYER CYNTHIA DAUPHINAIS MICHAEL C. GALLAGHER Alfredo T. Garcia LYNNE HALEY

DOYLE A. HAYES

JAMES F. HETTINGER RAINER HETZER JANET JOSEPH SHERYL LALONDE LYNN R. MATZEN NANCY MCKEAGUE JUANITA L. PIERMAN A. CHRISTIAN SCHAUER THOMAS SHIELDS FRANK VENEGAS, JR. M. SHERRY WHITE J. MICHAEL ZELLEY ELLEN K. ZIENERT

MICHIGAN WORKFORCE INVESTMENT BOARD (Cont.)

Labor

MARK O. ALEXANDER WILLIAM J. PETERSON

Intermediate School Districts

JANN JENCKA

Native Americans

JEFFREY W. HOLT (One-Stop Partners)

Youth Activities

HARRY BONNER

Local Government

JOHN H. LOGIE VACANCY

Migrant and Seasonal Farmworker Program

EMILY MARTINEZ (One-Stop Partners)

Workforce Investment Activities

CHARLES W. McCallum IGNACIO SALAZAR. Detroit

Job Corps

N'JERI NANTAMBU-BELL (One-Stop Partners)

Youth Opportunity Grant

SHELLY NORMAN-HILL (One-Stop Partners)

Housing and Urban Development Programs

Patricia M. Shimmens (One-Stop Partners)

Youth Activities

BLANCHE M. SMITH

K-12 School Districts

GERALD STINNETT

General Public

RALPH F. LOESCHNER DOUGLAS E. STITES

State Agency

NANNETTE M. BOWLER DAVID HOLLISTER JANET OLSZEWSKI

House of Representatives

STEPHEN R. EHARDT VACANCY

Senate

BEVERLY S. HAMMERSTROM VACANCY

Consistent with the provisions of the federal Workforce Investment Act of 1998 and regulations issued pursuant thereto, the Michigan Workforce Investment Board was created by Executive Order 2002-4 within the Michigan Department of Career Development as a Type II entity. (This executive order also abolished the former Governor's Workforce Commission.)

The board is advisory in nature and assists the governor with the following functions as described in the federal act: 1) Development of the state Workforce Investment Act plan; 2) Development and continuous improvement of a statewide workforce investment system; 3) Provide comments on the state performance measures taken pursuant to the Carl D. Perkins Vocational and Applied Technology Education Act; 4) Designation of local workforce investment areas; 5) Development of allocation formulas for the distribution of funds to local workforce

investment areas for adult employment and training activities and youth activities; 6) Development and continuous improvement of comprehensive state performance measures to assess the effectiveness of state workforce investment activities, including state adjusted levels of performance; 7) Preparation of the state's annual report; 8) Development of the statewide employment statistics system; and 9) Development of an incentive grant application and application process.

The board also advises the Director of the Department of Career Development on the operation of the Work First Program, Food Stamp Employment and Training Program, Career Preparation System, North American Free Trade Agreement Transitional Adjustment Assistance Program, and Adult Education Programs.

The Board has fifty-three (53) members. A majority of the members of the board must be representatives of Michigan business entities.

MICHIGAN REHABILITATION COUNCIL

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Centers for Independent Living

VACANCY

Disability Advocates

CECILY CAGLE, Kalamazoo Kenneth Miller, Ferndale GARY LEE HARRIS, Sylvan Lake LUKE ZELLEY, Flint

Paul Cartman, Ann Arbor George Felix Sirls, Detroit MONICA DEL CASTILLO, Holt COLIN SULLIVAN, Grand Rapids BETH DOHERTY, Grand Haven MARILYN WAYLAND, Chesterfield Township

Client Assistance Program

CYNTHIA ALWOOD, East Lansing

Business, Labor and Industry

RICHARD OSENTOSKI, Kawkawlin JACQUELINE THOMAS, Marquette LARRY PATTON, Troy THOMAS PROVOAST, Midland

EDWARD WOLLMAN, Milan

Parent Training Programs

VACANCY

Citizens Alliance to Uphold Special Education

VIKI GINGRASS, East Lansing

Community Rehabilitation Programs

NANCY HEBERT, Kingston

Statewide Independent Living Council

Melissa Davert, Bangor Township

American Indian VR Projects

CAROLINE BERGQUIST, Escanaba

ex officio

Brenda Brooks, MDCD, Rehabilitation Services ELIZABETH WHITE, Michigan Commission for the Blind ROBERT W. DAVIS, MDCD, Rehabilitation Services DEBORAH WIESE, MDCD, Rehabilitation Services VACANCY, Michigan Department of Community Health

The Michigan Rehabilitation Council (MRC) was established by Executive Order No. 1994-20. This action resulted from the 1992 amendments to the Rehabilitation Act of 1973, which created a state advisory council whose purpose was to advise and offer input to the vocational rehabilitation agency in each state. Since that time, this act was incorporated into the Workforce Investment Act of 1998, which mandates that the state rehabilitation advisory councils act in strategic partnership with the state agency.

The MRC is composed of at least 18 members appointed by the governor. There are quarterly meetings held around the state in an effort to gather public comment, while pursuing the annual strategic business plan. An active committee structure, designed from the legislative guidelines, drives the achievement of the council's goals. A continuous effort is made to ensure that the membership represents the disability, ethnicity, and geographic diversity of Michigan, as well as meeting the composition mandates of the 1998 amendments. Duties include the review, analysis, and monitoring of Michigan Department of Career Development, Michigan Rehabilitation Services' policies, practices, and procedures which impact on the lives of Michigan residents with disabilities who desire meaningful employment opportunities.

The Council is currently administered through a third-party nonprofit fiduciary organization, the Michigan Disability Rights Coalition.

MICHIGAN STATEWIDE INDEPENDENT LIVING COUNCIL

Council Members

CHARIS AUSTIN MERRILEE HILL-KENNEDY BARBARA BARTON KAREN KAY RONALD BOWER MARA LETICA KATLYN CAMERON HOLLY MILES Melissa Davert William Milzarski ROBERT DEVARY VIVIAN PARKER KAREN DUCKWORTH TIM STEINBRINK JANET ELLIS Dona Wishart ROBERT W. GILLETTE MICHAEL ZELLEY PATRICIA HANLEY

ex officio

ROBERT W. DAVIS KNUD HANSEN VIRGINIA HARMON BOB UTRUP ROSE ANN WARD

The Michigan Statewide Independent Living Council (SILC), established in accord with Title VII of the federal Rehabilitation Act, is an organization of 18 individuals who represent the interests of people with disabilities across Michigan. Council members are appointed by the governor, a majority of whom must be people with disabilities who are not employed by Centers for Independent Living or state agencies. In addition, 6 nonvoting, ex officio members provide a vital link to state agencies which provide services for people with disabilities. The SILC collaborates with the Michigan Commission for the Blind and the Michigan Department of Career Development, Michigan Rehabilitation Services, to develop and submit the State Plan for Independent Living (SPIL). The SILC also monitors, evaluates, and reports on implementation of the SPIL.

CIVIL RIGHTS





Dr. Nanette Lee Reynolds, Director

Executive Office, Capitol Tower Building 110 W. Michigan Avenue, Suite 800

Lansing, MI 48913

Phone: (517) 335-3165 (800) 482-3604

TDD: (877) 878-8464

The Department of Civil Rights is headed by the Civil Rights Commission. The 8-member commission was established by the Constitution of 1963. Members of the commission are appointed by the governor, with the advice and consent of the senate, for 4-year terms.

CIVIL RIGHTS COMMISSION

	Term expires
MOHAMMED ABDRABBOH, J.D., Dearborn	Dec. 31, 2003
George E. Brown, Detroit	Dec. 31, 2003
ALBERT CALILLE, J.D., Plymouth	Dec. 31, 2005
Valerie P. Simmons, J.D., Grand Rapids	Dec. 31, 2004
TARUN K. SHARMA, M.D., Grosse Pointe	Dec. 31, 2005
GARY H. TORGOW, J.D., Detroit	Dec. 31, 2004
MARGARET H. VAN HOUTEN, J.D., Dearborn Heights	Dec. 31, 2006
Francisco J. Villarruel, J.D., Livonia	Dec. 31, 2006

The **Civil Rights Commission** appoints the director of the department who develops and administers programs under its direction. The Department of Civil Rights, in implementing the mission of the commission, secures the full enjoyment of civil rights guaranteed by law and the constitution through the elimination of discrimination. This is accomplished through the investigation and resolution of complaints of discrimination; outreach and education programs designed to promote voluntary compliance with civil rights laws; mediation; referral; crisis intervention; anti-hate crime programming; and the dissemination of information which explains citizen rights and responsibilities provided in a legal framework. The state constitution prohibits discrimination in the areas of employment, public accommodation, public service, education or housing on the basis of race, religion, color, national origin, sex, age, marital status or disability.

Offices are located in Detroit, Flint, Grand Rapids, Kalamazoo, Lansing, Marquette, Saginaw, Traverse City. The department offers the following service options:

Complaint Resolution Outreach and Education Information Referral

Mediation

The *Office of Public Information* prepares and distributes brochures, pamphlets, videos, and other materials on civil rights laws and programs.

The **Research Library** analyzes census data and emerging civil rights issues. The staff also maintains one of the largest civil rights libraries in the world.

The Michigan Women's Commission was transferred to the Department of Civil Rights from the Department of Management and Budget by Executive Order No. 1991-29.

MICHIGAN WOMEN'S COMMISSION

	Term expires
Emma Bell, Detroit	July 15, 2005
JUDI CLARK, Rockwood	July 15, 2004
JUDY GARLAND, Mt. Pleasant	
KAYE GRUBBA, Owosso	July 15, 2004
Patricia Hardy, Bloomfield Hills	July 15, 2005
MARIA LADAS HOOPES, North Muskegon	
Anne B. Norlander, Battle Creek	
Brenda Jones Quick, Traverse City	
Denise Radtke, Plymouth	July 15, 2005
JUDITH ROSENBERG, Birmingham	
Judi Schwalbach, Escanaba	July 15, 2004
RAMIRRA J. STACKHOUSE, Orchard Lake	July 15, 2004
JOYCE WATTS, Allegan	
KAREN WILLIAMS, East Lansing	July 15, 2006
GLORIA WOODS, Bay City	July 15, 2006

ex officio

Maura Campbell, Department of Consumer/Industry Services DEANNA HOPKINS, Department of Civil Service JOCELYN VANDA, Family Independence Agency KATHY WELLER, Department of Education

The **Michigan Women's Commission** was created by Act 1 of 1968. The functions of the commission are as follows: to stimulate and encourage, throughout the state, the study and review of the status of women; strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers, and workers; to recommend methods of overcoming discrimination against women in public and private employment and civil and political rights; to promote more effective methods for enabling women to develop their skills, continue their education, and be retrained; to make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations, and volunteer services; and to secure appropriate recognition of women's accomplishments and contributions to the state.

There are 19 voting members of the commission. Fifteen commission members are appointed by the governor, with the advice and consent of the senate, to serve 3-year terms. Upon expiration of a term, a member may continue to serve until a successor is appointed. The 4 ex officio voting members of the commission are appointed by the departments they represent.

CIVIL SERVICE





JOHN F. LOPEZ. STATE PERSONNEL DIRECTOR

Capitol Commons, 400 South Pine Street P.O. Box 30002, Lansing, MI 48909 Phone: (517) 373-3020, TDD: (517) 373-3030

The Department of Civil Service is the central personnel agency for state government, with overall responsibility for regulating conditions of employment for classified civil service workers in all of the departments of the executive branch of state government.

A 4-member commission heads the department. The governor appoints the commission members to serve for terms of 8 years. The **Civil Service Commission**, in turn, appoints the director of the department who serves as the state personnel director.

CIVIL SERVICE COMMISSION

	Term expires
F. THOMAS LEWAND, Birmingham	Dec. 31, 2004
SHERRY L. McMillan, Walled Lake	Dec. 31, 2010
Susan Grimes Munsell, Howell (Chair)	Dec. 31, 2008
James P. Pitz, Midland	Dec. 31, 2006

The state civil service merit system was introduced into state government by Act 346 of 1937, provided for in 1941 by an amendment to the Constitution of 1908, and currently provided for in article XI, section 5, of the Constitution of 1963. The department is responsible for ensuring that candidates are qualified for state employment on the basis of merit, efficiency, and fitness; classifying all positions in the classified service; and establishing rates of pay for these positions.

One of the department's responsibilities is to maintain a trained corps of career workers who carry on the work of state government regardless of changes in political leadership. The objective is to assure all Michigan citizens of a work force competent to perform the business of state government with nonpartisan efficiency.

The provisions of the Constitution of 1963, effective January 1, 1964, define the state civil service as "... all positions in the state service except those filled by popular election, heads of principal departments, members of boards and commissions, the principal executive officer of boards and commissions heading principal departments, employees of courts of record, employees of the legislature, employees of the state institutions of higher education, all persons in the armed forces of the state, eight exempt positions in the office of the governor, and within each principal department, when requested by the department head, two other exempt positions, one of which shall be policy-making. The civil service commission may exempt three additional positions of a policy-making nature within each principal department."

The Department of Civil Service is organized into the following: the Executive Office; Human Resource Services, Technical Review and Employee Relations, Training and Development, Compliance, Employee Benefits, Human Resource Management Network (HRMN), and Technical Complaints.

The **Executive Office** is headed by the state personnel director. The state personnel director is hired by the civil service commission to administer the department of civil service. Many of the administrative functions of the commission are effectively delegated to the state personnel director. The Executive Office includes the Office of the General Counsel, which serves as legal counsel to the Department and the Civil Service Commission, issues and maintains official publication of the Civil Service rules and regulations, and supports the Employment Relations Board.

Human Resource Services is responsible for the development and administration of processes for classifying and selecting state employees. Cross-trained teams are assigned to service specific agencies in the areas of recruitment, classifications, evaluation, performance management, student programs and employment list processing.

This area also maintains state classified work force data and manages compensation programs for all classified employees. State department requests for personal service contracts are evaluated in Human Resource Services, as well as Technical Appeals of those decisions and the department's selection and classification decisions. Also in Human Resource Services, the Office of Compliance conducts department compliance audits to ensure that Civil Service merit principles and rules are followed. Additionally, Human Resource Services provides staff support for the State Board of Ethics and the State Officers' Compensation Commission.

Technical Review and Employee Relations administers the Hearings, Employee Relations and Mediation section which provides neutral dispute resolution services for many different aspects of labor and management relations. Such services include adjudicating employee grievances and unfair labor practice charges, conducting representation elections to determine exclusive representation rights, and providing mediation to assist in resolving collective bargaining disputes, employee grievances, and unfair labor practice disputes.

The **Office of Human Resource Training and Development** designs and implements training and development programs to enhance the skills of state employees at all levels. The office provides generalized training and agency-specific training on a statewide basis. Services include the provision of guidance, coordination, consultation, and policy direction to departments in areas directly related to improving the performance of state government. These areas include leadership and management development, customer service focus, and quality planning.

The Office of Compliance monitors and reviews agency human resource office activities relative to personnel and payroll transactions involving classified employees and contracted services on a real time basis. The Office of Compliance reviews include selection and related personnel activities, classification, payroll and performance activities, and disbursements for personal services.

The **Human Resources Management Network (HRMN)** system integrates the delivery of payroll, personnel, and employee benefits. Its functionality and data exchange among agencies and third parties provides for streamlined business processes, better information for customers, reduced costs, improved service, and flexibility to manage the state workforce of the future.

Employee Benefits is charged with the responsibility of overseeing the state's employee health, dental, vision, and life insurance plans for active and retired employees, and maintaining vendor contracts with all benefit insurance carriers.

The **Office of Technical Complaints** reviews and prepares decisions on complaints filed by appointing authorities, employees, applicants, and bargaining unit representatives who are appealing staff decisions in the areas of classification, selection, and requests to approve disbursements for personal services.

STATE BOARD OF ETHICS

Te	erm expires
WENDY S. ANDERSON, Commerce Township	eb. 7, 2005
CHRIS DERDARIAN, Bloomfield Hills	eb. 7, 2007
H. LYNN JONDAHL, Okemos (Chair)	eb. 7, 2007
ROBERT JAREMA, Saginaw	eb. 7, 2003
THOMAS T. KERN, Deford F	eb. 7, 2004
REV. BERNARD J. O'CONNOR, Ypsilanti	
JOHN D. PIRICH, Lansing	eb. 7, 2005
LEONARD WOLFE, Lansing	eb. 7, 2005

STATE BOARD OF ETHICS (Cont.)

ex officio

MIKE Cox, Attorney General JOHN F. LOPEZ, State Personnel Director

The State Board of Ethics was created by Act 196 of 1973. The board is authorized to receive complaints concerning alleged unethical conduct by a public officer or employee from any person or entity; inquire into the circumstances surrounding the allegation; and make recommendations concerning individual cases to the appointing authority with supervisory responsibility for the person whose activities have been investigated. The function of the board is advisory and the board is not empowered to take direct action against any person or agency. State officers and employees may request advisory opinions from the board concerning whether specific factual situations are in harmony with the act.

The 7 members of the board are appointed by the governor, with the advice and consent of the senate, to serve for terms of 4 years. Upon expiration of a term, a member may continue to serve until a successor is appointed.

STATE OFFICERS' COMPENSATION COMMISSION

	Term expires
Lewis N. Dodak	June 30, 2004
Eugene Gargaro, Jr	June 30, 2004
Yousif Ghafari	June 30, 2005
Dr. Gordon Guyer	June 30, 2004
THOMAS E. HOEG	June 30, 2005
Patricia McCarthy	June 30, 2005
Maria Elena Rodriguez	June 30, 2005

The State Officers' Compensation Commission was created by a 1968 amendment to article IV, section 12, of the Constitution of 1963 and implemented by Act 357 of 1968. A constitutional amendment approved August 6, 2002, effective September 21, 2002, modified the commission's scope of responsibility. Implementing legislation under the revised constitution has not yet been enacted. Previous enabling legislation assigned the commission to the Department of Civil Service for purposes of administration, budgeting, procurement, and related management functions.

Subject to the legislature's ability to amend the commission's determinations, the commission determines the salaries and expense allowances of the members of the legislature, governor, lieutenant governor, attorney general, secretary of state, and justices of the supreme court. The commission's determinations take effect for the legislative session that begins immediately after the general election that follows approval of the determinations by concurrent resolution adopted by a majority in each house.

The 7 members of the commission are appointed by the governor. Members' qualifications may be determined by law.